

2022 Employee Equity Survey Overview



APRIL 12, 2022



Executive Summary

The Human Relations/Diversity, Equity, and Inclusion (DEI) Department launched the Employee Equity Survey on February 11, 2022. The survey was created by the DEI Division, with the assistance of the Equity Core Team. The purpose of the Employee Equity Survey was to gauge the climate of perceptions within the city, related to diversity, equity, and inclusion. Employees did not need actual knowledge or expertise to answer the questions. Instead, employees were to base all responses on their perceptions and opinions, using their firsthand or learned experiences. All responses were collected anonymously, and the survey closed on March 11, 2022.

The Employee Equity Survey received three hundred seventy-four (374) total entries out of a 2,311 workforce. Employees were only able to submit one survey. Additionally, there were a total of four hundred forty-six (446) combined responses to the two open-ended survey questions.

Presented herein is an overview of the survey, which can be used to benefit the City of Winston-Salem in the following areas: diversity in representation, equity in opportunity, and inclusion in participation.

On a scale of 1 to 5, where 1 is Strongly Disagree and 5 is Strongly Agree, how would you rate the following statements regarding Diversity, Equity, & Inclusion in our organization?

■ 1 ■ 2 ■ 3 ■ 4 ■ 5

City government employees are a diverse representation of the community that we serve.

All races are well-represented in all levels of government.

My department has a strong representation of all races.

Women are respected within the organization equally as much as men.

Various generations and age groups work well together within the organization.

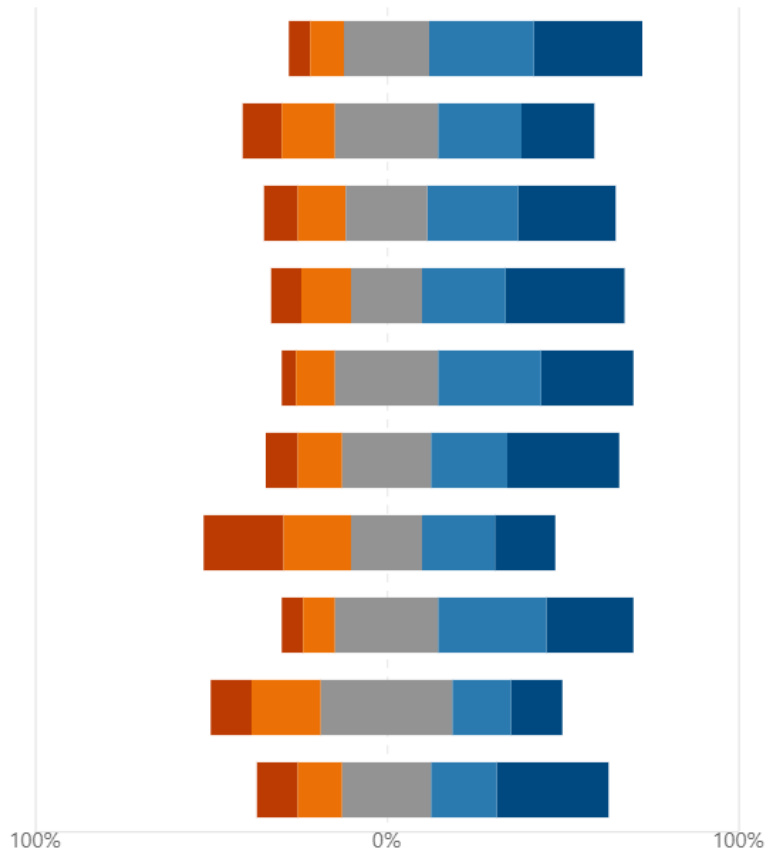
Men and women are equally paid in the organization.

Promotional opportunities and vacancies are made available in a fair and inclusive manner.

Most city employees are welcoming to and comfortable with employees who are lesbian, gay,...

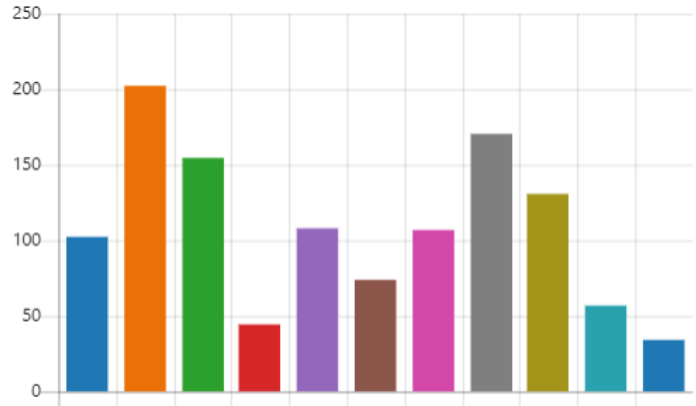
There is a good representation of employees who were not born in the United States within the...

The organization needs to do more to make all employees feel included and treated equally.



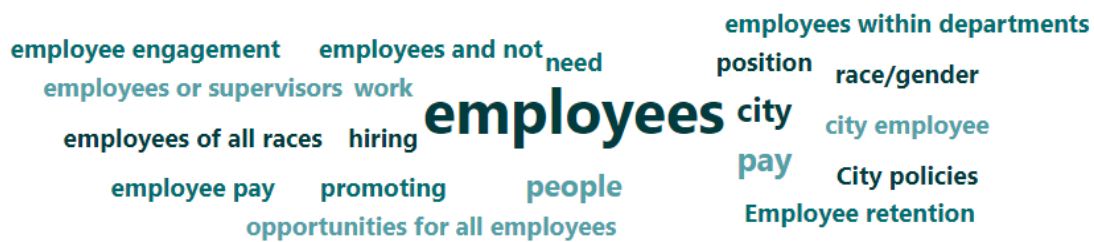
What Diversity, Equity, & Inclusion concerns do you have? (Select all that apply)

● Employee engagement	102
● Employee retention	202
● Pay inequities	154
● Community Engagement	44
● Policy and procedure	108
● Gender equality	74
● Racial equality	107
● Professional Development	170
● Hiring practices	131
● None	57
● Other	34

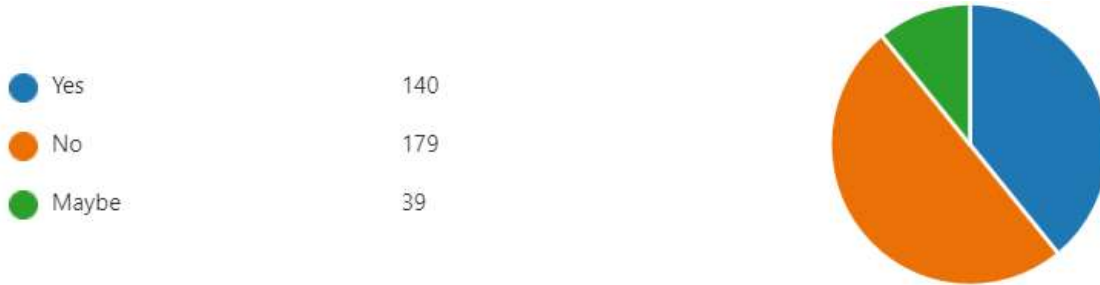


The City of Winston-Salem Human Relations/Diversity, Equity, & Inclusion Department is responsible for promoting, recommending, and administering policies, strategies, and practices that promote opportunities for diversity, equity, and inclusion throughout the organization. What should the primary area(s) of focus be for the Human Relations/Diversity, Equity, & Inclusion Department?

62 respondents (27%) answered **employees** for this question.



Have you experienced any unwelcomed comments or conduct at the City of Winston-Salem that you felt was offensive, embarrassing, or hurtful?



Please feel free to leave an anonymous comment or concern regarding your experience working for the City of Winston-Salem.



Summary

The above survey responses demonstrate a wide range of equity concerns to be addressed; however, the most shared concerns amongst employees who completed the survey were: **(1) Employee Retention; (2) Promotion/Hiring Practices; and (3) Pay Inequities/Professional Development.**

Upon deeper review of the tangible data and carefully examining the nuances of open-ended questions, the City of Winston-Salem is encouraged to move the needle toward a more diverse, inclusive, and equitable environment.

Recommended Next Steps: *Further examine the Employee Equity Survey Report, in conjunction with City leadership, the Human Resources Department, and Equity Core Team members, to gain a holistic understanding of what needs to be accomplished to address these equity concerns.*